

**Trust Board Paper P**

<b>To:</b>	Trust Board		
<b>From:</b>	Professor Sue Carr		
<b>Date:</b>	25 September 2014		
<b>CQC regulation:</b>			
<b>Title:</b>	Update on Medical Education & Training issues in UHL		
<b>Author/Responsible Director: Professor Sue Carr, Director of Medical Education &amp; Associate Medical Director (Clinical Education)</b>			
<b>Purpose of the Report: Update on medical education issues in UHL</b>			
<b>The Report is provided to the Board for:</b>			
	Decision	<input type="checkbox"/>	
	Discussion	<input checked="" type="checkbox"/>	
	Assurance	<input checked="" type="checkbox"/>	
	Endorsement	<input type="checkbox"/>	
<b><u>Key Priorities</u></b>			
<ol style="list-style-type: none"> <li>1. Develop a facilities strategy for education and training</li> <li>2. Analyse and respond to GMC trainee survey results 2014</li> <li>3. Increase accountability for UG and PG education and training resources (appendix)</li> </ol>			
<b>Recommendations:</b>			
<b>Members to note and receive report.</b>			
<b>Previously considered at another corporate UHL Committee? N/A</b>			
<b>Board Assurance Framework:</b>	<b>Performance KPIs year to date:</b>		
N/A	N/A		
<b>Resource Implications (eg Financial, HR): N/A</b>			
<b>Assurance Implications: N/A</b>			
<b>Patient and Public Involvement (PPI) Implications: N/A</b>			
<b>Stakeholder Engagement Implications: N/A</b>			
<b>Equality Impact:</b>	N/A		
<b>Information exempt from Disclosure: N/A</b>			
<b>Requirement for further review?</b>	N/A		

## Medical education and training issues in UHL 2014: Update

### **Postgraduate Medical Education**

#### **1. Health Education East Midlands (HEEM) Quality visits 2013 – update**

- HEEM have visited colorectal surgery and histopathology in response to trainee concerns and an action plans are being developed.
- HEEM Accreditation visits – next visit will have new style and planned for October 2 and 3rd 2014. This will be a Level 2 visit which means “there are risks to meeting the required standards for Education and Training”
- GMC visit to Leicester planned 2016.

#### **GMC trainee survey results 2014**

The GMC have introduced a new “triple red” rating where an issue has attracted a red response for 3 consecutive years. UHL has several triple red rated areas (excluding Education resources which trust is aware of)

#### **Brief summary of UHL GMC trainee survey results 2014**

The Department of Clinical Education has started a preliminary analysis of the newly released UHL data. Full UHL survey report attached as Appendix 3.

This year UHL received 7 patient safety comments (compared to 38 last year) and 4 undermining comments. All were fully investigated and actions implemented:

- Overall Satisfaction has improved since last year’s survey.
- Dissatisfaction has reduced ( from 25% to 15% of programmes)
- The response to some indicators is worse for 2014 than 2013 (Clinical Supervision, Adequate experience, Feedback, Access to study leave)

<i>Indicator</i>	<i>% of programmes with -ve outliers/ below National average responses( pink or red)</i>	<i>% of programmes with -ve outliers/ below National average responses (pink or red)</i>	<i>Trend</i>
	<b>2013</b>	<b>2014</b>	
Overall satisfaction	25%	15%	↑
Clinical Supervision	10%	23%	↓
Handover	12%	6%	↑
Induction	40%	30%	↑
Adequate experience	16%	20%	↓
Workload	10%	8%	↑
Educational Supervision	10%	5%	↑
Access to Educational resources	37%	25%	↑
Feedback	20%	25%	↓
Local Teaching	6%	6%	
Regional Teaching	16%	9%	↑
Access to study leave	18%	22%	↓

#### **Programme Analysis**

- 2 programmes, Paediatrics and Haematology have a number of positive outliers, including overall satisfaction.
- The following programmes have more than 50% of below average responses – Renal, Cardiology, O&G, Medical Microbiology, ENT, Dermatology, Clinical Oncology

## **2. MADEL postgraduate tariff**

A PID (including timescale) has been approved by EWB regarding management of the MADEL tariff and advocating alignment and transparency of funding around education and training activities. A meeting is arranged with Interim Director of Finance to begin implementation of this from 18<sup>th</sup> August 2014. Timescale for full implementation is end 2016.

Study leave funding: HEEM will topslice the placement tariff by £600/trainee for study leave and each Trust will be allocated the additional £100 – a report from each Trust DME and HoF will be required at the end of the year detailing how this money was spent. This action is intended to allow DMEs to access a more ring-fenced fund to use for postgraduate medical education initiatives.

## **3. Undergraduate education**

Learning Development agreement (LDA) meeting 17.7.14

The Head of the Medical School expressed concerns re facilities and delivery of undergraduate medical education in UHL (min 4). As a result, Health Education East Midlands have planned to withhold approximately £1 million SIFT funding pending further discussion re delivery of undergraduate IPE and Final examinations, provision of improved educational facilities (RKCSB proposal) and an identification of Phase 1 funding. Simone Jordan has also sent a letter to Mr Adler re these issues.

The Department of Clinical Education have provided the expertise and framework for this work to be carried forwards in UHL. Work has begun with Finance in identifying the SIFT income and expenditure at CMG level and the salary aspects of the MADEL tariff. There remains work to do regarding re-locating some funding to Department of Clinical Education to manage specific education tasks and to allow management of the MADEL postgraduate placement tariff.

A series of recommendations will be submitted as a highlight report to Executive Workforce Board to ensure ongoing close collaboration with Finance and CMG's and appropriate project support to ensure this work progresses more rapidly.

Health Education East Midlands also advised that educational issues should be an integral part of discussions at joint UHL/UoL meetings.

It is extremely important that UHL develops an education facilities strategy (PID in development), supports the undergraduate medical examinations and is seen to have a robust system to ensure transparency and accountability of SIFT funding

### **KPIs and education quality dashboard (EQDB)**

Work on UHL EQDB has begun with CMG leads and will be developed for submission to future quality and performance meetings. HEEM have introduced an extensive quality balanced scorecard which will also provide multi-professional data for quality control at Trust and CMG level.

### **CMG Medical Education Leads:**

Meeting now held with most CMGs and have some CMG Medical Education Leads in post.

- CHUGGS – Fiona Miall and Dhaval Bodiwala
- Renal, Respiratory & Cardiac – readvertised
- Emergency & Specialist Medicine – Biju Simon and Ruth Denton-Beaumont

- ITPAS – 1 applicant awaiting interview
- CSI – Vikas Shah and Angus McGregor
- Musculoskeletal & Specialist Medicine – Bhaskar Bhowal and Monika Kaushik
- Women's & Children – Nahin Hussein (Children's) and appointment made for Women's

**Odames project update** – The UHL Capital Group have given final go ahead to release the funds for the Odames library project and to appoint contractors. The recommended contractor is E. Manton Ltd. Following another minor delay due to the tendering process, it is expected that work will now start in mid-August with the library being open in early 2015.

### **Key priorities**

1. There continues to be a significant problem with education and training facilities in UHL, particularly at LRI. An education resources facilities strategy is being developed with Mr Kinnersley meeting 28.8.14).
2. Issues re SIFT accountability raised at the LDA meeting require urgent attention and a plan is progressing.
3. Smooth delivery of the UG examinations is a high priority in 2015 if UHL wishes to retain this funding and status. (UHL risk losing a further £1 million this year)
4. Work to achieve transparency and accountability of MADEL placement fee aspects of postgraduate training tariff
5. Work with local universities to maximise our potential in educational innovation, scholarship and research as a "USP" for Leicester and as a means to enhance recruitment and retention of local trainees